

The Effect Of Teachers Personal Character Toward The Teachers' Performance And Work Productivity In The Organization

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Abstract. The teacher personal character is how the teacher behave and act that can influence the teacher's performance and work productivity in the school organization. Since the teacher's duty is not only teaching but also educating the students. The aim of this research is to know the influence of teacher's personal character toward the teacher's performance, to know the influence of the teacher's personal character toward the productivity in work organization and to know the influence of teacher's personal character toward the teacher's performance and work productivity in work organization. This research used the correlation survey method. The data collecting technique used is questionnaires in the research variables to all Junior High School in Lampung Province. The sample of this research used purposive random sampling technique. The result of this research shows that there is significant influence between teacher's personal character toward the teacher's performance and organizational work productivity in overall Junior High School in Lampung Province.

Keyword: *Personal Character Teacher, Teacher Performance, and Organizational Work Productivity*

INTRODUCTION

Human resource is the most strategic elements of the most valuable and must-have in an organization. Therefore, labour productivity in an organization can only be done by a human. Through organization and humans socialization can interact with other human beings and can sit together in designing the common goal of realizing the ideals, hopes and goodness together and be able to answer the challenge. Positive behaviour of human resources will be able to create a comfortable working environment and in turn improve the performance of individuals and organizations. Thus one of the businesses in the productivity boost of qualified human resources in carrying out a function that is through their organization.

Productivity of labour organizations in schools affects all aspects of school life including students and

teachers. Because in providing education in schools within an organization shows that the existence of the organization aimed at achieving educational goals more effectively and efficiently. According to Lee et al (2014) the organization of work at school is focused primarily on students because of a feature of the school determinant in view of teacher performance, work ethic, and organizational culture at the school. In addition Felicia (Sirat, 2016) explains that the organization's success in achieving a goal at the school is basically aimed at the educational goals effectively and efficiently through the skills and capabilities of an organization leader in improving the productivity of teacher performance.

Performance is a manifestation of the ability of the individual in the form of real work is accomplished in the workplace in order to achieve a goal of the school to carry out its responsibilities in running the form of trust, profession aspires, as well as moral and character it has. In terms of teacher performance can be reflected from obedience, commitment, and loyalty in developing the potential of students, including the student's character, because the performance is the key to success in an organization in order to function effectively and efficiently. Priansa (2014) explains that the teacher who has a high performance level is a teacher who has a labour productivity organization with standards prescribed, otherwise if the teacher has a low performance level then the teacher is a teacher who is not productive characteristics.

The characters themselves are well meaning individuals who have knowledge of his potential, and always trying to do the best thing by applying the values of kindness in the form of action or behaviour is accompanied by consciousness, emotions and feelings, which refers to a set of attitude, behaviour, motivation, and skills. As explained by Aqib and Sujak (2012) personal character of teachers includes exemplary how teachers behave, the way teachers speak or convey the material, how teachers in tolerance, ability to manage yourself, noble character, independent, caring, positive thinking, responsible, disciplined, creative and innovative, love science, appreciate the time, sportsmanship, and initiative.

Teachers at the school are the second parents then let be a role model and an example for their students. Because the task not only teach but to educate. This means that teachers are required to be able to transfer the knowledge to the balance between the right brain and left brain, and must have good character for their students. But in fact our national education today tend to only highlight the establishment of academic intelligence alone, which means that teachers only focus on mastery of the material that became the emphasis on learning in school regardless of the character of their students. Thus was born the students were brained smart, and academic achievement, but do not have the intelligence of a noble character. As a result of these students are very dependence with other people, not a tough character,

Aforementioned problems experienced by junior high school (SMP) Bandar Lampung province-wide. Based on the results of preliminary studies conducted seen their students' character degradation caused by their personal character that is not a good teacher are evident from the performance of teachers in the organization of work. In this study, researchers will find an alternative to teacher performance and productivity of junior high school teacher organizations Lampung province. From the results of these thoughts determined the title "personal character influence of teachers on teacher performance and productivity of the organization".

Based on the results of previous studies conducted by several researchers such as Powell and Bodur (2018), Djailani and Ibrahim (2014), and Arianto (2013) explains that the performance of teachers or lecturers and organizational climate significantly influence the character of the teacher, work culture, discipline, and job satisfaction.

METHOD

This research method using descriptive quantitative by examining various existing data field is then analyzed and interpreted to obtain conclusions. This means that this study is correlation, because it does not provide treatment only data collected in the form of questionnaires and aimed to determine the effect of two or more variables in a study (Sugiyono, 2008).

In this study correlated variables there is one independent variable (independent variable), namely the personal character of teachers (X), and there are two dependent variable (dependent variable) is the performance of teachers (Y1), and the productivity of the organization (Y2). In quantitative research, data analysis activities such as grouping variables, and present the data and perform calculations to test the hypothesis in the proposed research.

The study population was the entire junior high school Lampung province. and for sampling using purposive random sampling. Samples were Bandar lampung SMP N 25, N 12 Pesawaran SMP, SMP N 3 Pringsewu, and SMP N 5 Tanggamus. Instrument data collection using a questionnaire developed by the researchers, and the quantitative results obtained do with the calculation of inferential statistics.

DISCUSSION

The results of data processing in the form of the first hypothesis test showed that $r_{y1x} \geq r_{tabel} = (0.7102 \geq 0.2742)$. This means that the research results *menjukkan* accepted and rejected, so it can be concluded that there is significant influence between the personal character of the teacher against teacher performance $H_a H_o$ Lampung provincial junior high school. The significance is evident from the indicator on the personal characteristics of teachers such as *beriku*: the example of how teachers behave, the way teachers speak or convey the material, how teachers in tolerance, ability to manage yourself, noble character, independent, caring, positive thinking, responsible, disciplined, creative and innovative, love science, appreciate the time, sportsmanship, and initiative. The teacher and personal character depicted on improving teacher performance in the following indicator that the characters themselves are good, compliance in the workplace, high loyalty, and good motivation.

Contributions contained in the personal character of teachers on teacher performance is $0,7102^2$ if deduced means $100\% = 62\%$. And who has not contributed to the performance of teachers is 38% . Suppose if value = 1, the contribution of personal character of teachers on teacher performance is 100% , meaning that the higher the R value, the higher the degree of correlation to these two variables. And to these two variables when consulted by the value of the degree of correlation in middle category, it happened because the average value of the personal characteristics of a teacher of the highest value 150 127.11, and the average value of the teacher's performance amounted to 110.13 of the highest value 152. According to the results analysis of investigator in trouble the teacher still sensitive personal character that is associated with r_{y1x} the example of how teachers behave, the ability to manage themselves, responsible, and creative and innovative in carrying out everyday tasks. As in when the teacher is calling students from remote and screaming for her students to come in his room, ignoring that it indirectly give an example to the students to be impolite to behave even though it deals with the personal character of the teacher.

The results of data processing for the second hypothesis testing, showed that $r_{y2x} \geq r_{tabel} = (0.7231 \geq 0.2742)$. Means research *menjukkan* accepted and rejected, so it can be concluded that there is significant influence between the personal character of the teacher on the productivity of the organization in $H_a H_o$ Lampung provincial junior high school. Significance are included in the indicator personal characteristics of teachers including the following: the example of how teachers behave, the way teachers speak or convey the material, how teachers in tolerance, ability to manage yourself, noble character, independent, caring, positive thinking, responsible, disciplined, creative and innovative, love science, appreciate the time, sportsmanship, and initiative. While the personal character of teachers is reflected in increased productivity in the organization of work following indicators that the teacher's performance, work ethic, and organizational culture in the school.

$r_{y2x} = 0,7231$ have concluded that contribute to the personal character of the teacher on the productivity of the organization by 57% and the rest have not contributed well, And values when consulted by the correlation level value entered in the category of less, it is possible for the organization's work culture school teachers do just enough in giving the material to students without regard to responsibility, and honesty, and courtesy. r_{y2x}

The results of data processing in the form of a third hypothesis testing, ie $r_{y1y2x} \geq r_{tabel} = (0.7892 \geq 2.742)$. Indicated that the accepted and rejected, and thus it can be concluded that there is significant influence between the personal character of teachers on teacher performance and productivity of the organization's work in $H_a H_o$ Lampung provincial junior high school. The significance is evident from the indicator on the personal characteristics of teachers with teacher performance and productivity of the organization referred to above that seen in the indicator exemplary how teachers behave, the way teachers speak or convey the material, how teachers in tolerance, ability to manage yourself, noble character, independent, caring, positive thinking, responsible, disciplined, creative and innovative, love science, appreciate the time, sportsmanship, and initiative. While the teacher personal character depicted on improving teacher performance in the following indicator that the characters themselves are good, compliance in the workplace, high loyalty, and good motivation.

Contributions contained in the personal character of teachers on teacher performance and productivity of the organization that is .7892 if deduced means $100\% = 69\%$ and the rest of them. And who has not contributed as much as 31%. When consulted on the level of correlation values r_{y1y2x} Personal character of teachers on teacher performance and productivity of the organization's work middle category. This happens possible because the average value of the personal characteristics of teachers amounted to 127.11 of the highest value of 150, the average value of the teacher's performance amounted to 110.13 of the highest value 152, and the average value of labour productivity amounted to 98.73 organization of the highest grade in the category 150. Values being caused due to teacher performance and productivity of organizational

work done by ordinary teachers. However, the results obtained by the influence of the personal characteristics of teachers on employee performance and productivity of the organization have a significant effect. r_{y1y2x}

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